



**St George's**

# **Application Pack for Maths Teacher (2 posts)**

**1 x Permanent Full  
Time**

**1 x FTC (12 months)**





# St George's School Harpenden

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# St George's School Harpenden

## About St George's

St George's is a thriving, busy and heavily over-subscribed 11-18 all ability, co-educational school with 1370 pupils including 400 in the academic Sixth Form and approximately 118 boarders. There are over 98 well qualified and committed full-time and part-time teachers; the full complement of adults employed by the Governors is over 250.

The school is rated outstanding by Ofsted; and for the last six years we have continued to have success at both GCSE and A level. 92% of students in Year 11 have achieved 5 or more GCSE passes at grades 4 - 9. At A Level 96% of students achieve at least 3 A Levels and 100% at least 2 A Levels. Our Progress 8 measure is 0.78 and places us as ninth out of all non-selective schools in the country. We are proud of what our young people achieve both in and outside of the classroom.

We believe that our staff are the best asset that our school has. We appreciate the skills, knowledge and understanding that staff have of the craft of teaching, and other areas of expertise. We are always encouraging staff to **continue to develop** their own skill base and experience, as well as provide opportunities for the sharing of that knowledge with others. We consider ourselves to be a supportive and friendly environment.

As St George's is a **Christian Foundation School**, we ask our staff to support us in this endeavour, even if it is not their personal belief or faith. We consider that it is our duty to provide pupils with good role models, and to that end we request that staff have high personal standards in dress, manners and behaviour. Our **Chapel** is central to the life of our school, and as part of our teaching community you attend Chapel once a week with your House and tutees. Many of our staff choose to take an active part in chapel life, and we are grateful that many are willing to share their own experiences of faith and life with students. Part of our expectations of pupils, is for them to attend Sunday Chapel three times per term. Staff are very welcome to attend Sunday Chapel, but it is not part of our formal expectations for most staff.

The **Pastoral System** at St George's is centred around four **Houses**. These form a "school within a school" culture. Students are known by their house, are loyal to it, and are passionate about being a part of it. Staff are also appointed as tutors and have an extensive range of responsibilities attached to this position. Tutor groups are arranged on a partial vertical system with lower school tutor groups comprising pupils from year 7 and 8, middle school tutor bases, year 9, 10 and 11 and the Upper School tutor bases having a mix of year 12 and year 13 students.





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About St George's continued...

We encourage all staff to contribute to our **extra-curricular programme**. Our pupils are fun to be with, are grateful for the effort that staff put into extra-curricular delivery, and are supportive of it. Our strong behaviour ethos means that they are excellent companions of trips and are keen to learn from these educational and cultural activities. We are a busy school, with a great many things happening.

St George's is a **State Boarding School**, one of only 38 in the country. We currently host 118 boarders in our community from places as far afield as Hertfordshire, Spain and Nigeria. We ask all of our staff to take an interest in our Boarding community and to be involved whenever and where ever that is possible.

At St George's we often refer to ourselves as the "**St George's family**" or the "**St George's Community**". We consider that our "school" includes our parental body, and the many external agencies that we work with. We are grateful that we enjoy considerable support from our parents who provide valuable assistance. They raise much needed funds through the Cecil Grant Trust Fund, and provide entertainment and fun, as well as financial assistance through our active and engaging PSA. We also have a number of parental volunteers, who support the school in helping to run the school shop, provide assistance to the Chartered Librarian, coach sports and support our Science Technicians. In addition to this the School has an active Alumni Association.

The school is committed to safeguarding and promoting the welfare of children and young people and everyone who works at the school and volunteers must undergo the rigorous Vetting and DBS procedure before taking up their appointment.

A handwritten signature in black ink, appearing to read 'Helen Barton'.

Helen Barton MA  
Headmistress





# St George's School Harpenden

## St George's School Vision

### "Aim Higher"

*"A school does not exist to send out men and women solely to play a part in life whereby they achieve a **competence** and **honourable** life of useful work, but it exists to send out for posterity and for their own generation, men and women who by their **character** shall leave the society in which they live, **the better for their presence** and hence the world much nearer the Kingdom."* Dr Watts

For over 100 years the vision for our school has not changed. We firmly believe that the principles and vision on which our school was founded are as fit for purpose today, as they have always been.

We seek to encourage **all** within our community to "Aim Higher"; through Personal development and leadership; Academic achievement; the exploring and expression of our Christian Faith;; and through "service beyond self".

This Vision is reflected in our **Governors Aims** that state that as a School we strive to:

- Providing a first class education which helps all of them to achieve their full potential.
- Encouraging respect for moral and spiritual values which reflect the Christian Foundation of the school.
- Helping all of them to grow into mature, self-disciplined citizens and caring members of society prepared for the challenges they will face.
- Having an environment which provides for equality of opportunity and promotes good relations between individuals within the school and in the wider community on the basis of mutual respect.





# St George's School Harpenden

## St George's Mathematics Department

### The Department

*This post provides an opportunity for a well-qualified and ambitious teacher to gain valuable teaching experience in a department which values sound classroom management and consistently good results. In 2018:*

- 96% achieved Grade 9 to 4 at GCSE
- 50% achieved Grade 9 to 7 at GCSE
- 79.1% achieved Grade A\* to C at A Level.

*Furthermore, all of our Further Mathematicians passed the full A Level in Year 12, with 88% of them attaining an A\* or A.*

*The Mathematics Department has been graded as in the top 1% of Maths Departments in England for Value Added. It consists of twelve full-time or part-time specialist teachers and other colleagues who each contribute part of a timetable. There are currently seven A Level Maths groups and three Further Maths groups between Years 12 and 13 with a total of 182 A Level Mathematicians; of these 182 students, 49 also study for A Level Further Mathematics.*

In the first half term of the first year, classes are taught in mixed ability groups; after which groups are set according to ability. The main text used in Key Stage 3 is Essential Maths. At Key Stage 4 pupils presently follow the OCR Syllabus (J560) and enter the appropriate GCSE level. The main text used is David Raynor, GCSE Mathematics. The top set Key Stage 4 students in each year group are also given the opportunity to be entered for the OCR Advanced Free Standing Mathematics Qualification (6993).

In the Sixth Form, the OCR courses H240 and H245 are followed. Main A Level Mathematics students complete the course over a two year period. Further Mathematicians complete the main A Level course in Year 12 then go on to complete the Further Mathematics course in Year 13. Most of these Further Maths students are studying for four A Levels and are therefore given the opportunity to take the A Level at the end of Year 12 .

### Departmental Resources

There are six specialist Maths rooms grouped in one area of the school and serviced by a good stock room with two further rooms in other parts of the school. There is a very well equipped Maths Staff Room. This enables staff to share both resources and ideas. All members of the Mathematics team are expected to contribute towards the work of the Department, bringing a variety of skills and approaches.

Mr Flavio Tozzi, Director of Learning Mathematics & Computing

"There is a strong commitment towards Mathematics and its development in the school as a whole".





# St George's School Harpenden

## About the role

**If you would like to forward your career in one of the UK's top genuinely non-selective co-educational schools, this is an excellent opportunity for you**

We are seeking 2 qualified, highly motivated Teachers to teach Mathematics across the age and ability range.

- 1 x Full-Time, Permanent Post.
- 1 x FTC Post (12 months)
- Both posts commence on 1 September 2019.

The successful candidates will join a motivated, successful, highly supportive and hardworking department and would ideally be able to teach to A Level. This post will suit ambitious professionals at any point within their career. We provide a strong mentoring framework for all new staff and actively encourage staff to continue to evaluate and develop their own professional practice.

The successful candidates will possess strong inter-personal skills, great enthusiasm for the subject and the ability to engage and inspire our students, who are highly motivated and hardworking.

Above all, the right candidates will be passionate about enabling students to achieve their very best, inspiring them through positive role modelling and encouragement.

- Teachers meet for lunch every day, which is provided by the school for its employees.
- The successful candidates can also make use of our superb fitness suite for free.
- St George's supports and encourages all staff in their continuing professional development.
- We provide a strong mentoring framework for all new teachers.





# St George's School Harpenden

## Job Description: Subject Teacher (Maths)

**Reports to:** Director of Learning, Mathematics and Computing

**Pay Spine:** Points 1-6

### Job Purpose

- To carry out the duties of a school teacher as set out in the current Pay & Conditions Document.
- To maintain and build upon the standards achieved in the award of QTS (Secondary) as set out by the Secretary of State.

### Teaching and Learning

- To manage pupil learning through effective teaching in accordance with the department's schemes of work and policies.
- To ensure continuity, progression and cohesion in all teaching.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs, and to ensure equal opportunity for all pupils.
- To set homework regularly, (in accordance with the school's homework policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and join planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the department team to improve the quality of teaching and learning.







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- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To ensure positive management of behaviour in an environment of mutual respect, which allows pupils to feel safe and secure, and which promotes their self-esteem.

## **Monitoring, Assessment, Recording, Reporting and Accountability**

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- To contribute towards the implementation of IEP's as detailed in the current Code of Practice, particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

## **Subject Knowledge and Understanding**

- To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, standards and specifications for examination courses.
- To keep up-to-date with research and developments in pedagogy and the subject area.

## **Professional Standards and Development**

- To be a role model to pupils through personal presentation and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- In accordance with National Guidelines, to cover for absent colleagues as is reasonable, fair and equitable.
- To co-operate with the employer in all matters concerning Health and Safety, and specifically to take reasonable care of their own Health and Safety and that of other persons who may be affected by their acts or omissions at work.



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- To be familiar with the school and department handbooks and support all the school's policies, particularly duty requirements.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the school's appraisal system and performance management procedures.
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay & Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parents/carers and with other agencies with responsibility for pupils' education and welfare.
- To undertake any reasonable task as directed by the Director of Learning.
- To be aware of the role of the Governing Body of the school and to support it in performing its duties.
- To follow school procedures in relation to first aid.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- To consider the needs of all pupils within lessons (and to implement specialist advice), especially those who:
  - have SEN;
  - are gifted and talented;
  - are not yet fluent in English and/or
  - are from minority groups.
- To meet all the standards for Professional Practice, outcomes, relationships, development and conduct.
- Every subject teacher will be expected to have pastoral responsibilities, part of which is to attend Chapel with their tutor group.

Staff are encouraged to contribute to the wide variety of activities which take place within the school. Many of these activities are entirely voluntary but they do enrich the life of the school, assist the personal and professional development of staff and give students more opportunities to develop. Your contribution to these activities will be much appreciated.



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## Important Information and How to Apply

- Pay Range: £24,859—£35,803
- Start Date: 1st September 2019
- Closing Date: Friday 25th January 2019 (may close earlier for exceptional applicants)
- Interview Date: Wednesday 30th January 2019
- Please indicate on the application form if you are applying for the permanent full time post or the 12 month Fixed term contract post

Please complete an application form and send to:

[recruitment@stgeorges.herts.sch.uk](mailto:recruitment@stgeorges.herts.sch.uk)

*St Georges school is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. This post will require an Enhanced Disclosure and Barring Service check (DBS)*

